



PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

Recommendation on good practices for tenure track and major challenges

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Finnish Union of University Professors

www.professoriliitto.fi

Professorin vakinaistamispolut yliopistoissa 2020

Aalto Hanken HY ISY JY LY LUT OY Taide TAU TY VY AÅ

Distinguished
Professor /
Aalto-
professori

Distinguished
Professor /
Erittäin
ansioitunut
professori

Full
Professor /
Professori

Professor

Full
Professor /
Professori

Full
Professor /
Professori

Full
Professor /
Professori

Professor

Full
Professor /
Professori

Full
Professor /
Professori

Professori

Full
Professor /
Professori

Full
Professor /
Professori

Professor /
Professori

Professor

Assoc. Prof. /
Professori,
taso 1

Assoc.
Prof.

Assoc.
Prof. /
Apulaispro-
fessori,
2. kausi

Assoc.
Prof. /
Apulaispro-
fessori

Assoc. Prof. /
Apulaispro-
fessori

Apulais-
professori

Assoc. Prof. /
Apulaispro-
fessori

Assoc. Prof. /
Yliopistotutkija

Assoc. Prof. /
Professori

Assoc. Prof. /
Tenure track -
professori

Assoc. Prof. /
Apulaispro-
fessori II-taso

Assoc. Prof. /
Apulaispro-
fessori

Assoc. Prof.
/ Biträdande
professor,
tenure track

Assist. Prof. /
Apulaispro-
fessori
(2. kausi)

Assist.
Prof.

Assist. Prof. /
Apulaispro-
fessori,
1. kausi

Assist. Prof. /
Yliopistotut-
kija
(tenure track)

Assist. Prof. /
Apulaispro-
fessori

Assist. Prof. /
Apulaispro-
fessori

Assist. Prof. /
Tutkijatohtori

Assist. Prof. /
Apulaispro-
fessori

Assist. Prof. /
Tenure track -
tutkija

Assist. Prof. /
Apulaispro-
fessori I-taso

Assist. Prof. /
Tutkijatohtori

Assist. Prof. /
Forskardoktor,
tenure track

Assist. Prof. /
Apulaispro-
fessori
(1. kausi)

Assist. Prof. /
Apulaisprofessori



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Tutkimuslaitosten tenure track -järjestelmät 2020

VTT	Maanmittauslaitos	Luonnonvarakeskus	Ilmatieteenlaitos
Tutkimusprofessori toist.voimassa	Tutkimusprofessori 5 v	Tutkimusprofessori toist.voimassa	Tutkimusprofessori toist.voim.
Tutkimusprofessori 5 v	Tenure track professori 3 v	Tutkimusprofessori 5 v	Määräaikainen tutkimusprofessori
Tutkimusprofessori 5 v	Tenure track -professori 3 v	Apulaisprofessori 5 v	Tenure track -professori 3-5 v



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	Open positions, year 2019
Trad. professorship	45
Tenure track	189
	Applicants, year 2019
Trad. professorship	273
Tenure track	5729



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Regulations concerning professors' recruitments

- University Act / Acts of research institutes
- Bylaws of the universities
- Staff regulations
- Own policies and procedues documents of the universities / research institutes



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University Act §33

Professorship duties must be **publicly announced** vacant when recruiting a person for an employment relationship that is effect until further notice. The professorship may be filled **by invitation** without public notice of vacancy when an academically distinguished person is being invited to take the position or a candidate is appointed to the position for a fixed period. Only a candidate who indisputably fulfils the qualification requirements may be appointed to the position by invitation.



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University Act §31

Universities employ professors and other teaching and research staff, as well as other staff to perform other tasks.

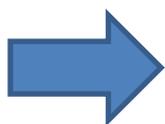
Further provisions on the qualification requirements of staff and the procedures for recruitment are specified in the university rules of procedure.



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University Act and Tenure Track

- The university legislation does not recognize tenure track as a separate selection procedure.
- Instead, tenure track is based on the universities' own regulations.



The Union: The University Act should be supplemented with regulations concerning tenure track.



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Merits in recruitments; 3 most important

Tenure track	Traditional
Merits in research	Merits in research
Academic potential	External funding
External funding	Teaching methods

Union's survey to the academic leaders 2020.



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”Academic potential”

- Time-weighted publication volumes
- Access to top science forums
- Funding
- Networks
- Ascending career development
- Ambitious goals



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Union: Professor's Fair Tenure Track

1. The university is using a **public and clear description** of the application process and advancement on the tenure track.
2. During the recruitment process, if only those deemed most qualified are being evaluated, the **evaluation must concern at least three applicants**.
3. The employment contract of the recruited states the **assessment criteria**, under which his/her success will be evaluated.
4. Those on the tenure track are being treated **non-discriminately and equally**.
5. During the contractual employment relationship, the employment contract of the person on the tenure track **can be altered on common agreement only**.
6. Those on the tenure track are given **sufficient information on how they can advance their career** through their work and achievements.



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7. Those on the tenure track are provided with a genuine **opportunity to manage those tasks** that will be used as the basis for the evaluation of their success.
8. The advancement of those on the tenure track is **reviewed on an annual basis**, for example, in connection with performance assessments.
9. Upon achieving the goals specified in the employment contract, an individual can advance on the tenure track **faster than originally planned**.
10. Those recruited to a tenure-track position are provided with an opportunity to receive **supervision and support** for their work.
11. The university will ensure a **fair continuation** of the career for those who, in an assessment, fail to meet the jointly predetermined criteria.
12. A **minimum of two experts** are requested to issue a statement on the qualifications and merits of an individual on the tenure track prior to the individual's selection to a professor's position.



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How Tenure Track changes professorship and professors' work?

- ➔ Universities and research institutes should monitor and assess the impact of tenure track recruitments on the professors' work and the competence profile.
- ➔ Universities and research institutes should monitor the gender impact of the tenure track and, if necessary, take concrete measures.
- ➔ University recruitment practices should guarantee a high level, wide-ranging and diverse expertise, ensuring that selections do not emphasize only some features of academic research.

Professorivähennykset on pysäytettävä

Professorien (full, kokoaikaiset)
henkilömäärän muutos 2009–2019

Lapin yliopisto	-12
Oulun yliopisto	-50
Itä-Suomen yliopisto	-40
Vaasan yliopisto	-8
LUT-yliopisto	-5
Jyväskylän yliopisto	-19
Tampereen yliopisto	-89
Turun yliopisto	-32
Åbo Akademi	-41
Taideyliopisto	+7
Svenska handelshögskolan	+1
Aalto-yliopisto	-149
Helsingin yliopisto	-62
Yhteensä	-499



Lähde: Professoriliitto / Sivistystyönantajat



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Employment Contracts Act and Tenure Track

- The fixed term contracts used in a Tenure Track appears to be against the Employment Contracts Act, as the purpose of the fixed term employment contract is not linked to the **job** but to an assessment of **personal performance**.
 - The criterion of fixed-term employment must be linked to the job in question.
 - The Employment Contracts Act does not recognize years of qualification as a basis for fixed-term contracts.
- ➡ The Union: Universities must ensure a fair continuation of the career for those who fail to meet the jointly predetermined criteria.
- ➡ The Union: The contradiction between tenure track and the Employment Contract Act should be resolved.